



# SAMPLE BOARD PERFORMANCE MATRIX

Each member of the board of directors plays a key role in the success of an organization, both in terms of governance and support. Recognizing that each member has a unique and valued set of attributes in terms of time, talent, and treasure to assist in achieving our mission and vision is important. To serve on a board is both a responsibility and a privilege. This sample matrix is intended to provide a benchmarking tool for board members to evaluate their level of contribution in the various aspects of their board responsibilities.

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For the sample organization used for this matrix, four key board responsibilities have been identified and behavioral statements help clarify the different levels of participation. For many board members who have a competitive spirit to “be the best,” this spurs enhanced outcomes.

BOARD MEMBER FUNCTION	THRESHOLD PARTICIPATION	FULL PARTICIPATION	EXCEPTIONAL PARTICIPATION
<b>Board/Committee Meetings</b>	Attend at least 70% of meetings and actively participate/provide input  Read/understand all material provided for meetings  Participate on a board committee	Meet Threshold expectations  Attend 85% of meetings	Meet Full expectations  Serve as a committee chair or an officer of the board
<b>Stewardship of talent and Treasure (Includes In-kind)</b>	Personally make annual contributions  Leverage gifts/in-kind contributions	Meet Threshold expectations  Contribute to and attend at least one fundraising event	Meet Full expectations  Contribute to and attend more than one fundraising event  Help identify new sources of revenue  Provide professional expertise for the organization operations
<b>Board Development</b>	Attend board orientation sessions  Understand and articulate mission, vision, and key service offerings  Provide names of potential board candidates	Meet Threshold expectations  Nominate candidate(s) who can contribute to the organization	Meet Full expectations  Actively recruit candidate(s)  Mentor new board members
<b>Enhance Organization's Public Speaking</b>	Become familiar with programs and services offered  Clearly articulate the mission, vision, programs/services, accomplishments, and goals within one's own sphere of influence	Meet Threshold expectations  Speak with others outside organization about mission, goals	Meet Full expectations  Actively garner support from the community  Attend community events/meetings on behalf of the organization and promote organization to others